

MEMORANDUM OF UNDERSTANDING

City of Xenia and I.A.F.F Local 698

This Memorandum of Understanding (Agreement) is entered into this __5th__ day of February, 2016, between the City of Xenia (the City) and the International Association of Firefighters Local 698 (the Union).

RECITALS:

This agreement has been achieved as the result of an offer from the City to the Union. The Union, in effort to deal in good faith, and keep a daily minimum of no less than ten (10) has agreed to the language below. This language is not intended to replace and supersede certain, specific provisions of the collective bargaining agreement, which governs the relationship between the City and the Union. Except as specifically set forth herein, all provisions of the collective bargaining agreement remain in full force and effect.

COVENANTS:

ARTICLE 11- VACATIONS.

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Section 3 - Vacation Approval. Vacation leave scheduled in the above sections, or as requested during the year, WILL be granted and used upon the approval of the Fire Chief. The first pick of each individual will not be subject to cancellation. *Management will allow a minimum of one (1) person on VACATION no matter what other types or amounts of leave are being used (including personal leave), or what daily minimum manning is set at.* Management will make a reasonable effort to permit two members on vacation during each 24 hour period. The Fire Chief will have the authority, until the end of the member's last working day prior to scheduled second pick vacation, to cancel, reschedule, transfer, and permit additional trade days to provide vacation leave as selected, except that this authority will be restricted to those times when the available manpower is at least two (2) less than the minimum established level. As the above must be a cooperative effort, the Association agrees to provide the Fire Chief assistance in carrying out the intent of this Section.

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CONDITIONS:

This MOU is entered into on a non-precedent basis. The Union agrees not to file an Unfair Labor Practice or Grievance in regards to this issue, through the life of this agreement. This agreement will terminate on December 31, 2016, unless mutually agreed upon by both sides.

For The City of Xenia

A handwritten signature in black ink, appearing to read "Kath Rogers" on the top line and "for the City" on the bottom line.

For I.A.F.F. Local 698

A handwritten signature in black ink, appearing to read "Lynn M. ..." on the top line and "Local 698" on the bottom line.